

COMPENTENCIES MATRIX

Certified Public Manager Program

	Personal and Org. Integrity Managing Work Leading People Developing Self Systemic Integration Public Service Focus Change Leadership						
Level I							
MBTI & Communication		X	X	X			
Managing Your Workforce		X	X	X			
Effective Presentations				X			
Effective Writing				X			
Problem Solving/Dealing w/ Ambiguity		X	X		X		
Employment Law	X		X	X			
Emotional Intelligence			X	X			
What Great Managers Do		X	X	X			
Level II							
Politics in State Government		X				X	
Organization as Culture		X	X		X		X
Negotiation & Mediation		X	X				
State Budget Process		X			X		
Policy Administration				X	X	X	
Administrative Law & Rule Making				X	X		
Legislative Protocol		X					
Leadership	X	X	X	X			X
Applied Statistics				X	X		
Policy Analysis/Decision Making				X	X	X	
Project Management		X	X		X	X	X
Level III							
Personal Mastery/Team Learning	X	X	X	X			
Mental Models/Shared Vision	X	X	X	X			X
Systems Thinking		X			X	X	
Report Writing				X			
Communication for Managers			X	X			
Critical Thinking		X		X			
Level IV							
Applied Ethics	X					X	
Principles for Partnership			X	X		X	
Awareness to Action			X	X			
Organizational Politics & Power/Influ	X		X	X	X		X
Intergovernmental Relations					X	X	
Strategic Planning & Performance Mea	X	X	X		X	X	X
Organizational Transformation			X	X			X
Capstone	X	X	X	X	X	X	X